

200-1200
Naval Regulations vol. 11. (pp. 235 -252)

Excerpts from Regulations on Naval Fitness Reports.

Naval Ministerial Instruction No. 71, May 25, 1928.

Gist

Article 1. The naval fitness report shall be prepared to make clear in detail the fitness of an officer of the SONIN and HANNIN rank and their equivalents and a chief seaman.

Article 2. Inasmuch as the fitness report constitutes important data for deciding the dismissal, promotion, appointment, etc. of a person in question, the officer in charge of preparing fitness reports of his subordinates shall endeavor to obtain precise and accurate data for the reports through always observing cautiously and weighing carefully their words and deeds and to depict their fitness in the true light on the reports.

Article 3. The fitness report shall be filled out terse and fit, avoiding such expressions as are apt to be misunderstood or such phraseologies ^{or} sentences as are roundabout or ambiguously embellished, in order to present a true picture straight way and simple.

(Remainder deleted).

Forms of the Reports

periodical Report of fitness.

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Article 4. The fitness reports shall be prepared and submitted in accordance with the following form and dates:

Date or Time Limit Rank	Form	Date when prepared	Time limit to reach Navy Minister
Officer	Annexed table No.3	21 July	15 August
(Remainder deleted)			

Reports Specially Designated.

Article 5. The Navy Minister may designate, whenever necessary, fitness reports of some or all officers and/or midshipmen to be prepared and submitted irrespective of the date set in the preceding article. (Remainder deleted.)

Articles 6 - 11 (deleted).

Reporting officer and Allocation thereof.

Article 12. Officers to prepare the report and the allocation thereof are specified as set forth in annexed tables No. 1 and 2.

Articles 13 - 28. (Deleted).

Annexed Table No. 1. Allocation in preparing reports of fitness of Naval officers.

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Where at service	Who prepares	Who to be reported
Navy Ministry	Vice-Minister of Navy	Secretary to the Minister of the Navy, Chief of Investigation Section, Chief of Telegraph Section, officers under direct control of the Minister, (remainder deleted).
	Chief of Military Affairs Bureau	Chiefs of sections, Senior Aided-Camp to H.I.M., the Emperor, (remainder deleted).
	Chief of Personnel Bureau	Chiefs of sections, Senior Aided-Camp to H.I.M., the Emperor, (remainder deleted).
	Chief of sections	Members of bureaus, Members of sections, Special Service officers, warrant officers.
	(Remainder deleted)	
Naval craft	Commanding officer	officers, Special Service officers, Midshipmen
	(Remainder deleted).	
Fleet	Commander-in-Chief of a fleet	Chief of staff, Chief Engineer of Fleet, Commanding officers of directly subordinated vessels, Commanders of directly subordinated flotillas and corps, (remainder deleted).

Fleet	Commandant of a Squadron	Chief of Staff, Staff officers, Flag Lieutenants, Commanding officers of directly subordinated vessels, Commander of directly subordinated flotillas and corps. (remainder deleted).
Other than the foregoing	(Remainder deleted)	
Other than the foregoing	(Deleted)	

Annexed Table No. 2. Allocation in preparing reports of fitness of Naval Civil Officers.

(Deleted).

Annexed Table No. 3.

(Front Page)

Date of preparation		No.
Post	Rank	Name
(Rating mark)	Duration when the reporting officer is acquaintance with the officer in question.	

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personality of the officer to be reported shall be presented summarily with his general characteristics including particularly his merits deserving to be specially recommended or bad faux pas reprimanded, etc.

Reporting Officer: post, Name (Private seal).

Opinion on the adequacy of the above entry, together with other opinion shall be stated here.

Officer by whom the report is reviewed on passing:
post, Name (private seal).

(In case the reviewing officer has no opinion or no contrary opinion he may simply affix his private seal only dispensing with the entry of his post, rank and name.

(back page)

No.	Name
<u>Statement by Subject person</u>	
<u>Reporting Officer's opinion Concerning the field where the subject person be best employed</u>	
1. Desire concerning duty.	Fittest field he be well employed, necessary care to be taken in assigning him, comment on his personal statement in the left column, etc.
2. Science and/or art under study or intended to study.	

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<p>3. Matters concerning physical ability.</p> <p>4. Family situation and other matters.</p>									
<p>Personality</p>	<p>(Rating Mark).</p> <p>Salient points concerning character, temperament, desire, taste, sentiment, demeanor, bearing, action, speech, subordination, cooperation, etc. shall be entered.</p>								
<p>Attainments</p>	<p>(Rating Mark).</p> <p>The fields where the subject person is recognized to be specially gifted with concerning science, foreign languages, arts, military sports, athletic sports, memory, imagination, judgment, efficiency in work, etc. shall be entered; the degree of each attainment shall also be indicated.</p>								
<p>Service</p>	<p>(Rating Mark).</p> <p>If salient points are recognized, their status shall also be entered.</p>								
<p>Physical Ability</p>	<p>Summary opinion and items upon which attention should be paid in allocating duty.</p> <p>Rating mark shall be entered; if the rating mark is either B or below B his physical condition shall be briefly explained.</p> <p>The result of Fontgenet test and the opinion thereof. (medical officer's seal).</p> <table border="1" data-bbox="577 2004 1534 2132"> <tr> <td data-bbox="577 2004 727 2055">Sight</td> <td data-bbox="727 2004 1028 2055">Right eye</td> <td data-bbox="1028 2004 1290 2055">Audition</td> <td data-bbox="1290 2004 1534 2055">Right ear</td> </tr> <tr> <td></td> <td data-bbox="727 2055 1028 2132">Left eye</td> <td></td> <td data-bbox="1290 2055 1534 2132">Left ear</td> </tr> </table>	Sight	Right eye	Audition	Right ear		Left eye		Left ear
Sight	Right eye	Audition	Right ear						
	Left eye		Left ear						

DEF. DOC. #1951-A

CERTIFICATE OF SOURCE AND AUTHENTICITY

I, YOSHI, Michimori, who occupy the post of the Chief of the Archives of 2nd Demobilization Section of Demobilization Bureau, hereby certify that the document hereto attached, written in Japanese, consisting of 6 pages and entitled "Excerpt from Regulations on Naval Fitness Reports" is an exact and authorized excerpt from an official document in the custody of Japanese Government (2nd Demobilization Section of Demobilization Bureau).

certified at Tokyo,

on this 2 day of June, 1947

/s/ YOSHI, Michimori
(seal)

I hereby certify that the above signature and seal were affixed hereto in the presence of the Witness.

at the same place,

on this same date

Witness: /s/ TAKIGAWA, Masajiro
(seal)

not used
Def Doc 1951--A

文書ノ出所竝ニ成立ニ關スル證明書 (三號)

自分吉井道致ハ復員廳第二復員局文書課長ノ職ニ居ル
者ナル處、茲ニ添附セラレタル日本語ニ依ツテ書カレ
六頁ヨリ成ル海軍考課表規則拔萃ト題スル書類ハ日本
政府(復員廳第二復員局)ノ保管ニ係ル公文書ノ拔萃
ノ正確ニシテ眞實ナル寫シナルコトヲ證明ス

昭和二十二年六月二日 於東京

吉井道致

右署名捺印ハ自分ノ面前ニ於テ爲サレタリ

同日於同所

立會人

瀧川政次郎

2
海軍諸例則 卷二 (自第二三五頁 至第二五二頁)

海軍考課表規則 昭和三年五月二十三日達第七一號拔萃

要旨第一條海軍考課表ハ奏任官判任官及同待遇者並ニ
兵長ノ考課ヲ詳悉スル爲調整スルモノトス

第二條考課表ハ本人ノ進退任免補職等決定ノ重要
要素ト爲ルモノナルヲ以テ考課表調整ノ任ニ在ル
諸官ハ常ニ克ク部下ノ言行ヲ觀察シ慎重考察ノ上
精確ナル考課資料ヲ獲スルト共ニ其ノ調整ニ當リ
テハ忌憚ナリ的確精細ニ記載シ本人ノ眞價ヲ表顯
スルニ努ムベシ

第三條考課表ノ記註ハ適切簡明ヲ旨トシ誤解ヲ招
キ易キ若ハ婉曲ニシテ眞意ノ捕捉困難ナル文辭又
ハ文章ノ修飾等ハ之ヲ避ケ直截ニ眞相ノ發顯ヲ期
スベキモノトス (以下略)

様式區分

定期考課表 第四條考課表調製ノ様式區分並ニ定期考課表
ノ調製進達及移除ノ期日期限等左ノ如シ

Ref Doc 1951-A

not used
Ref Doc 1951--A

文書ノ出所並ニ成立ニ關スル證明書 (三號)

自分吉井道致ハ復員廳第二復員局文書課長ノ職ニ居ル
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政府(復員廳第二復員局)ノ保管ニ係ル公文書ノ拔萃
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ハ文章ノ修飾等ハ之ヲ避ケ直截ニ眞相ノ發顯ヲ期
スベキモノトス (以下略)

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ノ調整進達及移換ノ期日期限等左ノ如シ

Ref Doc 1951-A

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官別	期限	調製様式区分	調製期日	海軍大臣ニ進達期限
士官		別表第三號	七月二十日	八月十五日
(以下略)				

指令考課表第五條海軍大臣ハ前條ノ期日ニ拘ラズ必要ニ
 應ジ士官又ハ候補生ノ一部若ハ全部ノ考課表
 ヲ徴スルコトアルベシ (以下略)
 第六條乃至第十一條省略

調製官及
 調製区分等 第十二條考課表ヲ調製スベキ諸官及其ノ調製
 区分ヲ別表第一號及第二號ノ通定ム
 第十三條乃至第二十八條 省略

別表第一號 海軍武官考課表調製区分表

所屬	考課表調製官	被考課官	記事
海軍省	次官	副官、調査課長、電信課長、大 臣直屬士官 (以下略)	
	軍務局長	課長	
	人事局長	課長、首席侍從武官 (以下略)	
	課長	局員、課員、特務士官、准士官	
(以下略)			

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艦	艦長	士官、特務士官、候補法
船	(以下略)	
	艦隊司令長官	参謀長、機關長
	戦隊司令官	参謀長、参謀、副官
	(以下略)	
右以外	省	略

別表第二號

海軍文官考課表調製區分表

省 略

別表第三號

調製年月	年	月	職 官 氏 名
(評語)			振スル期間
人物ヲ總括的ニ要ハシ其ノ一般的傾向特ニ			
推賞スベキ功績又ハ訓誡ヲ加ヘタル事項等			
記註			
調製官			職 氏 名 (私印)
考課ノ當否			
其ノ他所見記註			
閱歴官			職 氏 名 (私印)
[閱歴官ニシテ所見ナキ(同意ニ合ム)向ヘ			
職氏名ヲ記入セズ捺印ノミトスルコトヲ得]			

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番 號 (表 面)

(裏面) Def Doc 1951-14

香號	氏名	勤務	技能	性行	本人申告	配員上ノ調製官所見
身	體	一級所見及配員上ノ 注意事項	學術、外國語、技藝、武技、體技、記憶力、想像力 判斷力、作業力等ニシテ特ニ長ズモノニ付其ノ力量 ノ程度ヲ記註	人格、氣質、欲望、趣味、感情、操行、態度、動作 言語、服従、調和等ニ付色彩ノ明ナルモノヲ記註	一職務上ノ希望 二研究中又ハ研究キントスル學術、技藝 三体力ニ關スル事項 四家庭其ノ他ノ事情	配員上最速スル方面、注意 要スル點又ハ本人申告ニ 對スル所見等ヲ記註
應	ニ對シテハ簡單ニ其ノ狀 態ヲ附記	其ノ特ニ顯著ナルモノニ對シテハ狀況附記				
エックス線検査所見						

(私印)

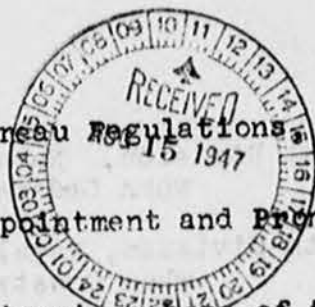
Not offered-Pacific

not used

DDF. DOC. #1951-C

Excerpts from Intra-Bureau Regulations, Personnel Bureau,
Navy Ministry.

(Part IV. Appointment and Promotion).



1. Concerning the constituent members of the promotion council.

(Approved by the Minister on 5 July 1928)

Approval by the Minister is hereby requested for the following alteration in our regulations:

In organizing the Promotion Council as prescribed in Article 11 of the Imperial Ordinance concerning Naval Officers' Promotion, the ex official admiral members to be designated by the Navy Minister shall as a rule be the below listed office-holders subject to the exceptional rule that other office-holders be designated when especially needed.

Admirals of the Fleet.

War councillors to His Imperial Majesty the Emperor.

Vice-Minister of the Navy.

Vice-Chief of the Naval General Staff.

Chief of the Naval Technical Department.

Chief of the Department of Naval Aeronautics.

Chief of the Bureau of Military Affairs.

Chief of Personnel Bureau.

Chief Education Bureau.

Chief of the Bureau of Stores.

Chief of the Medical Bureau (only when medical and Apothecary Branches are in question).

Chief of the Bureau of Accounts and Supplies (only when Paymaster Branch is in question).

DPF. DOC. #1951-C

Chief of the 1st Division, Naval Technical Department(only
when Ordnance Branch is in question).

Chief of the 4th Division, Naval Technical Department(only
when Constructor Branch is in question),

Chief of the 5th Division, Naval Technical Department(only
when Engine Constructor Branch is in
question).

Notes: (Deleted).

DEF. DOC. #1951-C

Translated by
Defense Language Branch

CERTIFICATE OF SOURCE AND AUTHENTICITY

I, KAWAI, Iwao, who occupy the post of the Chief of the personal affairs of 2nd Demobilization of Demobilization Bureau, hereby certify that the document hereto attached, written in Japanese, consisting of 2 pages and entitled "Excerpt from Intra-Bureau Regulations, Personnel Bureau, Navy Ministry. Concerning the Constituent members of the promotion council" is an exact and authorized excerpt from an official document in the custody of Japanese Government (2nd Demobilization Section of Demobilization Bureau).

certified at Tokyo,
on this 2 day of June, 1947

/s/ KAWAI, Iwao
(seal)

I hereby certify that the above signature and seal were affixed hereto in the presence of the Witness.

at the same place,
on this same date

Witness: /s/ TAKIGAWA, Masajiro
(seal)

not used

Dof DOG NO-1951-C

海軍省人事局内規（第四類任用進級）抜萃

一進級會議構成員ノ件（昭和四年七月五日 決 裁）

海軍武官進級令第十一條ニ依ル進級會議ノ組織中海軍大臣ノ指定スル在職ノ將官ハ左記諸官トスルヲ例トシ特ニ必要アル場合ニ其ノ他ノ職員ヲ指定スルルコトニ改メ可然哉

記

元帥

軍務次長

次官

軍務部長

艦政部長

航空本部長

軍務局長

人事局長

備

考

省

略

教育局長

軍需局長

醫務局長（軍醫、藥劑科士官ノミ）

經理局長（主計科士官ノミ）

鐵政本部第一部長（造兵科士官ノミ）

鐵政本部第四部長（造船科士官ノミ）

鐵政本部第五部長（造機科士官ノミ）

文書ノ出所並ニ成立ニ關スル證明書

自分川井巖ハ職員廳第二復員局人事部長ノ職ニ居ル者ナル處、茲ニ添附
セラレタル日本語ニ依ツテ書カレタル頁ヨリ成ル「海軍省人事局内規拔萃
進級會議構成員ノ件」ト題スル書類ハ日本政府（復員廳第二復員局）ノ
保管ニ係ル公文書ノ拔萃ノ正確ナル事實ナル寫メナルコトヲ證明ス

昭和二十二年六月二日 於東京 川井 巖

右署名捺印ハ自分ノ面前ニ於テ爲サレタリ

同日 於 同 所

立會人 瀧川政次郎

Ref

DEF. DOC. #1951-D

Naval Regulations Vol. I. (PP. 93 - 98).

Excerpt from Regulations Concerning the Management of Business
in the Navy Ministry: - Ministerial Instruction No. 3 .

March 31, 1916.

Chapter III. Business Apportionment.

Article 18. The first Section of the Personnel Bureau shall handle
the following duties:

1. Personnel affairs in general.
2. Commissioning, dismissal, promotion, appointment and salary-raise of officers, special service officers, midshipmen, probation officers, warrant officers, reserve officers and reserve warrant officers during muster, and civil officers.
3. (Deleted).
4. Matters concerning Reports of Witness.
5. Matters concerning Promotion Councils.
6. (Deleted).
7. (Deleted).
8. Matters concerning commissioning and dismissal, promotion and salary-raise of petty officers and men, and reserve petty officers and reserve men during muster.
9. (Deleted).
10. (").
11. (").
12. (").

DEF. DOC. #1951-D

Article 19. The Second Section of the Personnel Bureau shall handle the following duties: (Remainder deleted).

Article 19-2. The Third Section of the Personnel Bureau shall handle the following Duties: (Remainder deleted).

DEF. DOC. #1951ed

CERTIFICATE OF SOURCE AND AUTHENTICITY

I, YOSHII, Michinori, who occupy the post of the Chief of Archives of 2nd Demobilization Section of Demobilization Bureau, hereby certify that the document hereto attached, written in Japanese, consisting of 2 pages and entitled "Excerpt from Regulations concerning the Management of Business in the Navy Ministry" is an exact and authorized excerpt from an official document in the custody of Japanese Government (2nd Demobilization Section of Demobilization Bureau).

certified at Tokyo,

on this 2 day of June, 1947

/s/ YOSHII, Michinori

(seal)

I hereby certify that the above signature and seal were affixed hereto in the presence of the Witness.

at the same place,

on this same date

Witness: /s/ TAKIGAWA, Masajiro
(seal)

Ref

Dof DOG NO 1951-D

海軍諸例則 卷一 (目第九三頁至第九八頁)

海軍省庶務規程 大正五年三月三十一日 海軍省第三十八號 抄 奉

第三章 事務分課

第十八條 人事局第一課ニ於テハ左ノ事務ヲ掌ル

- 一 人事一般ニ關スルコト
- 二 士官・特別士官・候補生・見習尉官・準士官・召集中ノ豫備士官及準士官並ニ文官ノ進退、任免、補職及増俸ニ關スルコト
- 三 省 略
- 四 考課表ニ關スルコト
- 五 進級會議ニ關スルコト
- 六 省 略
- 七 省 略

八 下士官及兵並ニ召集中ノ豫備下士官及豫備兵ノ任免進級及増俸ニ
關スルコト

九 省 略

十 省 略

十一 省 略

十二 省 略

第十九條人事局第二課ニ於テハ左ノ事務ヲ掌ル

(以下略)

第十九條ノ二人事務局第三課ニ於テハ左ノ事務ヲ掌ル(以下略)

八 下士官及兵並ニ召集中ノ豫備下士官及豫備兵ノ任免進級及増俸ニ
關スルコト

九 省 略

十 省 略

十一 省 略

十二 省 略

第十九條人事局第二課ニ於テハ左ノ事務ヲ掌ル

(以下略)

第十九條ノ二人事務局第三課ニ於テハ左ノ事務ヲ掌ル(以下略)

文書出所並ニ成立ニ關スル證明書

自分吉井道敷ハ復員廳第二復員局文書課長ノ職ニ居ル者ナル處、茲ニ添附
セラレタル日本語ニ依ツテ掌カレニ頁ヨリ成ル海軍省處務規程抜萃ト目ス
ル書類ハ日本政府ハ復員廳第二復員局一ノ保管ニ係ル公文書ノ拔萃ノ正確
ニシテ眞實ナル寫シナルコトヲ證明ス

昭和二十二年六月二日 於 東京 吉 井 道 敷

右署名捺印ハ自分ノ面前ニ於テ爲サシタリ

同日 於 同 所

立 會 人 瀧 川 政 次 郎

not used

Def. Doc. #1951-E

Excerpts from Intra-Bureau Regulations of the Personnel Bureau,

Navy Ministry.

(Part II. Allocation of Personnel and Replacement).

Provisionary Regulations in Allocating Personnel.

(Approved in November 1937).

1. In allocating personnel, besides following the Principle in Naval Personnel Policy instituted in 1937, the present regulations shall be adhered to.

2. - 6. (Deleted).

Some Hints in Allocating Personnel.

1. To install a person in the fittest position constitutes the best education for him, and it has the gravest bearing upon his future.

It follows therefore that to endeavor to install him in the fittest position in view of his future is the most benevolent act for him.

2. It is of urgent necessity that the assignments and appointments will be effected in close conformity with the actual situation, and such will be realized through paying eager attention to desires, opinions, etc. of various parties concerned. Care should be exercised, however, that the assignments and appointments be planned and put into effect by the members of this bureau always on their own judgement, never affected by the interference of others.

3. Generally speaking, the opinions, suggestions, etc. of persons not officially responsible are harmful and useless except in special

cases. Such outsiders had better not to be consulted except in unavoidable cases. Especially a contact or appeal from outsiders suggestive of favoritism shall never be tolerated. Meanwhile, rumors in the street shall carefully be weighed.

4. Any post or office will be differently appreciated or evaluated by the persons who are to be installed to it depending upon their past careers, former positions, future intentions, etc. It will be the best means for promoting the naval efficiency to have every person take his new post wholeheartly through placing the right man in the right place.

5. When to attend to a request by an individual, matters concerning to his own person shall be given priority to his family affairs, and matters concerning health to that of other interests.

11. In the allocation of personnel in higher level or in important post, their native place shall be taken into consideration, to avoid such situation from arising that persons hailing from a certain region may preponderate in one segment.

12. (Deleted).

13. Informal information prior to an official announcement shall be made with care so as not to be tinged with the shade of favoritism.

Def. Doc. #1951-E

CERTIFICATE OF SOURCE AND AUTHENTICITY

I, KAWAI, Iwao, who occupy the post of the Chief of Personal Affairs
of 2nd Demobilization Section of Demobilization Bureau, hereby certify
that the document hereto attached, written in Japanese, consisting of 2
pages and entitled "Excerpts from Intra-Bureau Regulations of the Personnel
Bureau, Navy Ministry. Provisionary Regulations in Allocating Personnel."
is an exact and authorized excerpt from an official document in the custody
of Japanese Government (2nd Demobilization Section of Demobilization
Bureau).

certified at Tokyo.

on this 2 day of June, 1947

(signed) KAWAI, Iwao (seal)

I hereby certify that the above signature and seal were affixed
hereto in the presence of the Witness.

at the same place,

on this same date

Witness: (signed) TAKIGAWA, Masajiro (seal)

not used

Doc, Doc, NO1951-E

海軍省人事局内規（第二員配員補充）抜萃

配員内規

（昭和十二年十一月決裁）

一 配員ハ昭和十二年制定海軍人事行政方針ニ依ルノ外本内規ニ依ルモノトス
二 乃至一六 省略

配員上ノ参考事項

一 補職ハ最良ノ教育ニシテ本人ノ將來ヲ左右スル最モ重大ナル要素ナリ其ノ
將來ヲ考ヘ最モ適切ニ補職スルハ最モ親切ナル所以ナリ

二 各部ノ希望意見等ハ努メテ傾聴シテ異動ヲシテ實情ニ即セシムルコト肝要
ナリ然レ共異動ノ計畫實施ハ常ニ自主的ニシテ他ノ率時ニ依リ左右サルル
コト無キ様留育スルヲ要ス

三 責任者以外ノ意見希望等ハ特殊ノ場合ノ外一般ニ害有リテ已ムヲ得
ザル場合ノ外徴セザルヲ可トス特ニ本人ノ運動カマシキ事ハ絕對ニ許容ス
ベカラズ

但シ巷間ノ風説ニハ留育スルヲ要ス

四同一ノ配置モ轉任者ノ從來ノ閱歷・前配置・將來ノ志望等ニ依リ與フル
印象ヲ異ニスルモノナリ、異動ニ當リ配置ノ選定ヲ適切ニシテ給テノ者ヲ
シテ欣然トシテ新配置ニ赴カシムルコトハ海軍ノ能率ヲ向上セシムル最
良手段ナリ

五個人ノ情願ヲ聽クニハ本人ノ事ヲ先ニシ家族ノ事ヲ後ニス生命ニ關スル
事ヲ先ニシ利害問題ニ關スル事ヲ後ニス

一、上級者及重要配置ノ配員ニ就テハ生國ヲ考慮シ一部ニ偏セザル如ク努
ムルヲ要ス

一、省略

一、公表以前ノ内示ハ不公平ニ流レザル様留意スルコト

文書ノ出所竝ニ成立ニ關スル證明書 (三號)

自分川井巖ハ復員廳第二復員局ノ職ニ居ル者ナル處、茲ニ添附セラレタル
日本語ニ依ツテ書カレ二頁ヨリ成ル海軍省人事局内規、配員内規抜萃ト題
スル書類ハ日本政府(復員廳第二復員局)ノ保管ニ係ル公文書ノ拔萃ノ正
確ニシテ眞實ナル爲シナルコトヲ證明ス

昭和二十二年 六月 二 日 於東京

川 井 巖

右署名捺印ハ自分ノ面前ニ於テ爲サレタリ

同 日 於 同 所

立會人 瀧 川 政 次 郎